

DAFTAR PUSTAKA

- Alfa, AAG., Rachmatin, D., Agustina, F (2017) Analisis Pengaruh Faktor Keputusan Konsumen Dengan Structural Equation Modeling partial Least Square. *Eureka Matika* Vol. 5, No. 2. Hal. 59-71.
- Alsabbah, M., & Ibrahim, H. (2014). Hrm Practices and Employee Competence: a General System. *International Journal of Business, Economics and Law*, 4(1), 10–17.
- Al-Shafai, A. (2016). The Relationship Between Human Resource Management and Organizational Performance. *Brazilian Business Review*, 13(3), 90-110. <https://doi.org/10.15728/bbr.2016.13.3.5>
- Alwi, M. (2017). Pengaruh Kompensasi, Kompetensi, Dan Motivasi Terhadap Kinerja Karyawan CV. XYZ. *Jurnal Logika Universitas Swadaya Gunung Jati*, XIX (1), 73–87.
- Andriyani, M & Umniati, N (2020) Pendekatan HOT-Fit dalam Evaluasi Sistem Informasi Manajemen Penyelesaian Laporan (SIMPeL) pada Lembaga Ombudsman Republik Indonesia. *Faktor Exacta* Vol. 13, No. 4, pp. 243-254. DOI: 10.30998/faktorexacta.v13i4.7715
- Aoin, M. H. B. (2017). Impact of human resource management on organizational performance within firms in Saudi Arabia. *International Journal of Advanced Research*, 675(11), 1–19.
- Areros, T. G. T. W. A., & Rumawas, W. (2020). Pengembangan Sumber Daya Manusia dan Komitmen Organisasional terhadap Kinerja Karyawan PT. Sinar Terang Mandiri. *Journal of Chemical Information and Modeling*, 53(9), 1689–1699.
- Arikunto, Suharsimi. (2019). *Prosedur Penelitian. Suatu Pendekatan Praktis*. Jakarta: Rineka cipta
- Bach, S. (2001). HR and new approaches to public sector management: improving HRM capacity. Paper presented at the Workshop on Global Health Workforce Strategy
- Barney, J.B. (1991), “Firm resources and sustained competitive advantage”, *Journal of Management*, Vol. 17 No. 1, pp. 19-120.
- Baird, L. dan Mesholam, I. (1998). Mengelola dua kecocokan manajemen sumber daya manusia strategis. *Manajemen*, 13, 116–128.
- Bintoro, D. (2017). *Manajemen Penilaian Kinerja Karyawan*. Manajemen, 1.
- Cesarec, I., Mikac, R., & Spevec, D. (2020). The Concept of Human Security as a Basis for the Application of Big Data Concept in Establishment of Early Warning System for Crisis Management in the Republic of Croatia. *Croatian International Relations Review*, 26(86), 72-95
- Chin, W. W. (1998). The Partial Least Squares Approach to Structural Equation Modeling. *Modern Methods for Business Research*, 295, 336
- Cohen J. (1988). *Statistical Power Analysis for the Behavioral Sciences*. New York, NY: Routledge Academic

- Danang, S. (2017). *Manajemen Pemasaran (Pendekatan Konsep, Kasus dan Pendekatan Psikologi Bisnis)*. Yogyakarta: CAPS
- Danilwan, Y., & Pratama, I. (2022). the Impact of the Human Resource Practices on the Organizational Performance: Does Ethical Climate Matter? *Journal of Positive School Psychology*, 6(2), 3067–3082. <http://journalppw.com>
- Delery, J. E., & Roumpi, D. (2017). Strategic human resource management, human capital and competitive advantage: is the field going in circles? *Human Resource Management Journal*, 27(1), 1- 21.
- Delery, JE dan Doty, D. (1996). “Mode berteori dalam manajemen sumber daya manusia strategis: tes prediksi kinerja universalistik, kontingensi, dan konfigurasional.” *Manajemen*, 39(4), 802-835.
- Denis, H., Day, S., & Smith, A. (2019). A resource-based framework for assessing the effects of organizational culture on firm performance: Ghanaian small businesses in the oil and gas industry. Paper presented at the 5th biennial conference-Nigeria, 2020.
- Dewi, S., Syaifudin, DT. Adam, LOB (2019) Peran Komitmen Organisasi Sebagai Mediasi Pengaruh Kepemimpinan Terhadap Kinerja. *JUMBO Vol. 3, No.2:13-27*
- Dhiman, M. C., & Dahiya, A. (2016). *Human Resource Management and Sustainable Tourism Development: A Conceptual Analysis from an Academic Perspective Project Management: Concepts, Methodologies, Tools, and Applications* (pp. 427-443): IGI Global
- Flamini, G., & Gnan, L. (2019). Family Firms’ HRM Practices Configurations: An empirical analysis. Paper presented at the Presented at the Fourteenth International Conference on European Integration–Innovating Europe
- Ghozali, I. (2018). *Aplikasi Analisis Multivariate dengan Program IBM SPSS*. 25. Badan Penerbit Universitas Diponegoro.
- Gilbert, D. (1990). “Intervensi pemerintah dalam pemasaran produk pariwisata.” *Internasional Jurnal Manajemen Sektor Publik*, 3(2), 17-25.
- Hair Jr, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2021). *A primer on partial least squares structural equation modeling (PLS-SEM)*. Sage publication.
- Hair Jr. JF, Matthews LM, Matthews RL, Sarstedt M. (2017). PLS-SEM or CB-SEM: Updated guidelines on which method to use. *International Journal of Multivariate Data Analysis*. 1(2):107-123. DOI: 10.1504/ijmda.2017.087624
- Hamid, M., Maheen, S., Cheem, A., & Yaseen, R. (2017). Impact of Human Resource Management on Organizational Performance. *Journal of Accounting & Marketing*, 06(01), 1–7. <https://doi.org/10.4172/2168-9601.1000213>
- Haryanto, A. T., Santosa, J., & Triono, B. S. (2020). Implementasi Motivasi, Pengembangan Sumber Daya Manusia, Komitmen, Kepuasan Dan Kinerja Pada Dinas Sosial Kabupaten Magetan. *Ecobisma (Jurnal Ekonomi, Bisnis Dan Manajemen)*, 7(2), 26–39. <https://doi.org/10.36987/ecobi.v7i2.1670>
- Haryono, D. B., Sambul, S. A., & Rumawas, W. R. (2023). Pengaruh Manajemen Sumber Daya Manusia Dan Komitmen Organisasional Terhadap Turnover Intention PT. Bank Sulutgo Cabang Airmadidi. *Productivity*, 4(3), 1–23.
- Hasibuan, Malayu.S.P. 2018. *Manajemen Sumber Daya Manusia*. Jakarta: PT. Bumi Aksara.

- Henseler, J., Hubona, G., Ray, P.A (2015) Using PLS path modeling in new technology research: updated guidelines. *Industrial Management & Data Systems* Vol. 116 No. 1, 2016 pp. 2-20. DOI 10.1108/IMDS-09-2015-0382
- Huzain, H. (2021). *Pengelolaan Sumber Daya Manusia*. <https://osf.io/preprints/cj27d/>
- Jashari, A., & Kutllovci, E. (2020). The impact of human resource management practices on organizational performance case study: Manufacturing enterprises in Kosovo. *Business: Theory and Practice*, 21(1), 222–229. <https://doi.org/10.3846/BTP.2020.12001>
- Jashari, A., & Kutllovci, E. (2020). The impact of human resource management practices on organizational performance case study: Manufacturing enterprises in Kosovo. *Business: Theory and Practice*, 21(1), 222–229. <https://doi.org/10.3846/BTP.2020.12001>
- Kasmir. (2019). *Pengantar Manajemen Keuangan*. Jakarta: Prenadamedia Group
- Mangkunegara, AP. 2017. *Manajemen Sumber Daya Manusia Perusahaan*, Bandung: PT. Remaja Rosdakarya.
- Masfah. (2019). Pengaruh Praktek Manajemen Sumber Daya Manusia Terhadap Komitmen Organisasi Di PT Syam Surya Mandiri Samarinda. *Jurnal Ilmu Manajemen Mulawarman*, 4(4), 95.
- Meyer, N., & Hamilton, L. (2020). Female entrepreneurs' business training and its effect on various entrepreneurial factors: Evidence from a developing country. *International Journal of Economics and Finance Studies*, 12(1), 135-151
- Nas, Z. (2016). The Effects of Personal Determinants on Job Satisfaction of Public And Private Universities'academicians In Pakistan. *City University Research Journal*, 6(2), 217-228
- Nerstad, C. G., Dysvik, A., & Kuvaas, B. (2018). Negative and positive synergies: On employee development practices, motivational climate, and employee outcomes. *Human Resource Management*, 57(5), 1285-1302.
- Nursin, E. (2016). Pengaruh Pengembangan Sumber Daya Manusia Terhadap Kompetensi Pegawai pada Dinas Kependudukan dan Catatan Sipil Kabupaten Banggai. 1–23.
- O'riordan, J. (2017). The Practice of human resource management. Ireland: IPA institute of public administration. *Journal of management research*, 5(1), 25-38 <https://doi.org/10.5296/jmr.v5i1.2319>
- Otoo, F. N. K. (2019). Human resource development (HRD) practices and banking industry effectiveness: The mediating role of employee competencies. *European Journal of Training and Development*, 43(3–4), 250–271. <https://doi.org/10.1108/EJTD-07-2018-0068>
- Pertiwi, S.P & Suhartini, D (2022) Pengaruh Diversifikasi Pendapatan, Modal Intelektual, Dan Pengungkapan Manajemen Risiko Terhadap Nilai Perusahaan (Studi Empiris Pada Bank Umum Konvensional Yang Terdaftar Di Bursa Efek Indonesia Tahun 2015-2020). *Fair Value : Jurnal Ilmiah Akuntansi dan Keuangan*. Vol 25 No 2. Hal: 1082-1094
- Pramularso, E. Y. (2018). Pengaruh Kompetensi terhadap Kinerja Karyawan CV Inaura Anugerah Jakarta. *Widya Cipta*, 2(1), 40–46.

- Priansa, Donni Juni. 2014. *Perencanaan dan Pengembangan Sumber Daya Manusia*. Bandung: Alfabeta.
- Putra, W. B. T. S. (2022). Problems, Common Beliefs and Procedures on the Use of Partial Least Squares Structural Equation Modeling in Business Research. *South Asian Journal of Social Studies and Economics*, 14(1), 1-20. <https://doi.org/10.9734/sajsse/2022/v14i130367>
- Robbins, S.P. and Judge, T.A. (2018) *Essentials of Organizational Behavior*. 14th Edition, Pearson Education, Inc., London
- Sarwono J. 2016. *Membuat Skripsi, Tesis dan Disertasi dengan Partial Least Square SEM (PLS - SEM)*. Yogyakarta. Penerbit Andi.
- Schelling, T. C. (2021). *Strategies of commitment and other essays*. Harvard University Press.
- Sekaran, U. (2014). *Metodologi Penelitian Untuk Bisnis (Research Methods for. Business) (Buku 1 Edisi)*. Salemba Empat.
- Shahid, A., & Azhar, S. M. (2021). Gaining employee commitment: Linking to organizational effectiveness.
- Simarmata, J. (2021). Peran Mediasi Human Capital dan Kinerja Individu dalam Hubungan Praktek MSDM dengan Kinerja Organisasi. *J-MAS (Jurnal Manajemen Dan Sains)*, 6(2), 383. <https://doi.org/10.33087/jmas.v6i2.300>
- Simbolon, A. S., Padliansyah, R., & Karunia, E. (2021). Dampak Praktik Manajemen Sumber Daya Manusia pada Kinerja Perguruan Tinggi di Kalimantan. *Jurnal Ecodemica: Jurnal Ekonomi, Manajemen, Dan Bisnis*, 5(1), 69–78. <https://doi.org/10.31294/jeco.v5i1.9524>
- Stackhouse, L. E., Zaman, F. M., & Turner, K. W. (2022). Effect of Employee Commitment on Organizational Performance; Case of Textile Firms in Sweden. *Journal of Human Resource & Leadership*, 6(2), 1–10. <https://doi.org/10.53819/81018102t5074>
- Sugiyono (2019). *Metode Penelitian Administrasi*. Dilengkapi dengan Metode R&D. Cetakan Keduapuluhtiga. Bandung : Alfabeta.
- Supriyadi, I., Khamdari, E., & Susilowati, F. (2020). Peran Manajemen Sumber Daya Manusia Dalam Peningkatan Kinerja Perusahaan Konstruksi. *Orbith*, 16(1), 27–34. <https://jurnal.polines.ac.id/index.php/orbith/article/view/2065/106893>
- Thomas, G. N. (2015). Analisis Faktor Determinan yang Mempengaruhi Kinerja Organisasi Rumah Sakit (RS) Swasta. *Binus Business Review*, 6(1), 11. <https://doi.org/10.21512/bbr.v6i1.984>
- Thomas, G. N. (2015). Analisis Faktor Determinan yang Mempengaruhi Kinerja Organisasi Rumah Sakit (RS) Swasta. *Binus Business Review*, 6(1), 11. <https://doi.org/10.21512/bbr.v6i1.984>
- Tyas, A. A. W. P., Tippe, S., & Sutanto, S. (2020). Effect of Organizational Culture, Employee Competency on Self Efficacy and Employee Engagement In Human Resources Development Agency (BPSDM) Ministry of Law and Human Rights Republic of Indonesia. *Kresna Social Science and Humanities Research*, 1(October), 1–12. <https://doi.org/10.30874/kssh.11>
- Ulabor, E. A., & Bosedo, A. I. (2019). Employee commitment and organizational performance in selected fast food outlets in Osun State. *International Journal of*

Financial, Accounting, and Management, 1(1), 23–37. <https://doi.org/10.35912/ijfam.v1i1.55>

Wright, P. M., & Ulrich, M. D. (2017). A road well traveled: The past, present, and future journey of strategic human resource management. *Annual Review of Organizational Psychology and Organizational Behavior*, 4, 45-65.

Yilmaz, R., & Bulut, F. M. (2015). the Effect of Human Resources Management on Organisational Performance. *Kwartalnik Naukowy Uczelni Vistula*, 2(44), 5–13.

Yulistiyono, A., Wardana, D. J., & Anindita, R. (2021). Pengaruh Pengembangan SDM Terhadap Kompetensi Karyawan yang Berdampak pada Efektivitas Organisasi di Industri Air Minum. *Manajemen Bisnis*, 11(1), 29–38. non-dwnldmngn-download-dont-retry2download

Yuningsih, E., & Ardianti. (2019). Pengaruh Kompetensi Dan Motivasi Terhadap Kinerja Pegawai Pada PT. XXX. *Jurnal Visionida*, 5(1), 32. <https://doi.org/10.30997/jvs.v5i1.1804>